Transition from a regulatory unit within a Ministry to a fully functional semi-autonomous regulatory authority: A case study of Botswana Medicines Regulatory Authority

Authors: Stephen Ghanie; Tendayi Roy Chihaka; Sinah Selelo
A Decade of regulatory harmonization in Africa: Where are we? Where do we go from here?
- **Client focus** – the driving spirit, source of passion
- **Efficiency** – smart working, deadlines, proactiveness, simplicity, effectiveness
- **Team work** – communication, synergies, common goal
- **Integrity** – confidentiality, demonstrating leadership, trustworthy
- Manage key enabling relationships – Minister, Permanent Secretary Board Chairperson
- Initiative! Initiative! Initiative!
- Set the Organizational Normal and Pace
- Integrity and image are important
- Ask for “outside” help (MoA, MCAZ, TFDA, SAPRAH, ZAMRA, Consultant)
- Tag along your management team
- Mind the culture
- Conduct management and employee surveys

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THANK YOU